

# Responsible sourcing of raw materials policy 负责原材料采购政策

This policy is originally written in English and is machine-translated to Chinese. English is the prevailing language if any questions should arise. 此策略以英文书写,并按机器翻译成中文。如果出现任何问题,英语是主流语言。

| Section/段 | Description in English   | 英文描述  |
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| 1         | <b>Background</b>  | <b>背景</b>   |
| 1.1       | <p>We hold ourselves and our supply chain accountable to address the risks associated with raw materials extraction, harvesting, processing, refining and transportation. We envision a future where all raw materials, unbounded by specific materials or locations, are sourced from responsible suppliers.</p> <p>The Axxid Responsible sourcing policy extends our Supplier Code of Conduct to the furthest reaches of our upstream supply chain in support of human rights; labor, health, safety, and environmental protection; and business ethics. We require our suppliers to incorporate these requirements in their own sourcing practices, contracts, and supplier management.</p> <p>Axxid requires its suppliers to understand the sources of the raw materials used in Axxid products and not knowingly utilize raw materials from sources that do not follow the requirements in this policy. Suppliers to Axxid are required to use smelters, refiners and raw material suppliers that conform to working conditions mentioned in this policy. Axxid expects suppliers to extend responsible sourcing requirements to sub-tier suppliers and report any identified risk in the supply chain to Axxid.</p> | <p>我们要求自己 and 供应链负责解决与原材料提取、收获、加工、精炼和运输相关的风险。我们设想未来所有原材料（不受特定材料或地点限制）都来自负责任的供应商。</p> <p><b>Axxid</b> 负责任的采购政策将我们的供应商行为准则扩展到我们上游供应链的最远处,以支持人权;劳动、卫生、安全和环境保护;和商业道德。我们要求我们的供应商将这些要求纳入自己的采购实践、合同和供应商管理中。</p> <p><b>Axxid</b> 要求其供应商了解 <b>Axxid</b> 产品中使用的原材料的来源,并且不要故意从不符合本政策要求的来源使用原材料。<b>Axxid</b> 的供应商必须使用符合本政策中提及的工作条件的冶炼厂、精炼厂和原材料供应商。<b>Axxid</b> 希望供应商将负责任的采购要求扩展到子层供应商,并将供应链中的任何已识别风险报告给 <b>Axxid</b>。</p> |

| 2 | Requirements   | 要求   |
|---|--|--|
|   | <p>All suppliers in a supply chain that includes Axxkid products must comply with the following responsible sourcing requirements:</p> <ol style="list-style-type: none"> <li>1. Business is conducted lawfully and with integrity</li> <li>2. All workers are treated equally and respectfully</li> <li>3. Work is conducted on a voluntary basis</li> <li>4. All workers are of an appropriate age, according to legislation and supplier code of conduct.</li> <li>5. All workers are paid fair wages, according to legislation and supplier code of conduct</li> <li>6. Working hours for all workers are reasonable</li> <li>7. All workers' health and safety are protected at work</li> <li>8. All workers have access to fair procedures and remedies</li> <li>9. Work is conducted based on freely agreed and documented terms of employment</li> <li>10. All workers are free to form and/or join trade unions and to bargain collectively</li> <li>11. Land rights of communities, including indigenous peoples, will be protected, and promoted</li> <li>12. Business is conducted in a manner which embraces sustainability and reduces environmental impact</li> </ol> | <p>供应链中包括 Axxkid 产品的所有供应商必须遵守以下负责任的采购要求：</p> <ol style="list-style-type: none"> <li>1. 业务合法、诚信</li> <li>2. 所有工人都受到平等和尊重的待遇</li> <li>3. 工作是在自愿的基础上进行的</li> <li>4. 根据立法和供应商行为守则，所有工人的年龄都适当。</li> <li>5. 根据立法和请求者行为守则，所有工人都得到公平的工资</li> <li>6. 所有工人的工作时间都是合理的</li> <li>7. 所有工人的健康和 safety 在工作中都得到保护</li> <li>8. 所有工人都有机会获得公平的程序和补救措施</li> <li>9. 工作是根据自由商定的和有案可查的雇用条件进行的</li> <li>10. 所有工人都可以自由地组建和/或加入工会，并集体谈判</li> <li>11. 社区的土地权利，包括土著人民的土地权利将得到保护和促进</li> <li>12. 业务开展的方式包括可持续性和减少环境影响</li> </ol> |

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| 4 | <p><b>Reporting, violations and follow up</b></p>   | <p><b>报告、违反和跟进</b></p>  |
|   | <p>Suppliers are strongly recommended purchase raw materials from sources that have been audited against an independent, 3rd party standard.</p> <p>Axkid can, at any point in time, visit suppliers or producers and their sub-suppliers and sub-producers, or request documentation from an Axkid Tier 1 supplier to support that raw material or included parts are sourced from suppliers that fulfill the requirements in this policy. The supplier shall then have 14 days to</p> <p>Suppliers are encouraged to raise any matter of concern with regards to this policy with Axkid representatives.</p> <p>A violation will lead to a dialogue and course of action, a corrective action plan by the violating partner. It may also include a financial compensation relative to the damage Axkid suffered. Should there still be a lack of compliance, we reserve the right to take further actions, including a termination of the contract. However, if the breach is of a serious nature to Axkid, the contract may be terminated immediately.</p> | <p>强烈建议供应商从根据独立的第三方标准进行审核的来源购买原材料。</p> <p>Axkid 可以在任何时间点访问供应商或生产商及其子供应商和子生产商，或请求 Axkid Tier 1 供应商提供文档，以支持原材料或包括部件来自符合本政策要求的供应商。然后，供应商应有 14 天</p> <p>我们鼓励供应商向 Axkid 代表提出有关这项政策的任何关切事项。</p> <p>违反行为将导致对话和行动方针，即违规伙伴的纠正行动计划。它可能还包括相对于 Axkid 遭受的损害的经济补偿。如果仍然缺乏合规性，我们保留采取进一步行动的权利，包括终止合同。但是，如果违约对 Axkid 具有严重性质，则合同可能会立即终止。</p> |